DCIPS and NSPS: A Comparison

	DCIPS	NSPS
Authorities		
Authorities	Title 10, Chapter 83, "Civilian Defense Intelligence Employees;" DoD Directive 1400.35, Defense Civilian Intelligence Personnel System (DCIPS); DoD Directive 5143.01, Under Secretary of Defense for Intelligence (USD(I)); USD(P&R) Directive 51.24.02; DoD Civilian Personnel Manual 1400.25-M	Title 5, Part III, Sub-part I, Chapter 99, "Department of Defense National Security Personnel System"; DoD Civilian Personnel Manual 1400.25-M
Performance Management		
Rating Cycle	Fiscal Year (first year the cycle begins July 2009 to October 2010, thereafter October through September)*	Same
Rating Elements	Performance Objectives (WHAT) Six Performance Elements (HOW)	Performance Objectives (WHAT) Contributing Factors (HOW)
Rating Scale	Assigns 1-5 for each performance objective and each performance element	Assigns 1-5 for each objective, but +/- for contributing factors
Employee Rating	Established by Rating Official and approved by Reviewing Official(s) Rating cannot be changed by PRA/Pay Pool	Established by Pay Pool Rating can be changed at Pay Pool level
Occupational Structure		
Structure	Component-specific job titles (with cross-walk to OPM job titles/categories) aligned to common work categories/levels	DoD wide job titles aligned to four occupationally-based career groups
Pay Administration		
Pay Pool Process	Annual consideration for base pay and bonuses	Same
Payout	Employee payout in early January (first year 2011)	Same
Pay Structure	One common pay band structure consisting of 5 pay bands for all occupations aligned to common work categories/levels	Four occupationally-based career groups with 15 unique pay band structures

* The Army Intelligence BETA group's rating cycle will be from April to September 2009, thereafter October through September